

FY 2017/18 DISPARITY FUNDING APPLICATION

Note: Please complete this form for **each** proposed project. Please refer to the application instructions for clarification for any of the following questions.

Please check the box that describes your organization		
<input type="checkbox"/> Regional Center	<input checked="" type="checkbox"/> CBO, 501(c)(3)	<input type="checkbox"/> CBO, non-501(c)(3)

A. Grantee Information

1. Name of Organization/Group	2. Date
PathPoint	November 2, 2017
3. Primary Contact (Name)	
Lauren Alvarado	
4. Mailing Address	
315 Haley Street, Suite 202, Santa Barbara, CA 93101	
5. E-mail Address	6. Phone Number
Lauren.Alvarado@PathPoint.org	805-966-3310 ext. 1028
7. Brief Description of the Organization/Group (organization type, group mission, etc.). Please include details about the organization/group's vision and how it ties to the targeted population.	
<p>PathPoint is a 501(c)3 non-profit organization dedicated to helping individuals with disabilities or vulnerabilities live successful, independent lives. Annually, PathPoint serves about 2,000 individuals in five counties (Kern, Los Angeles, San Luis Obispo, Santa Barbara, Ventura) offering support services in community integration, employment, residential, supported housing and behavioral health. Founded in 1964, PathPoint serves participants and clients with physical or developmental disabilities (such as autism, cerebral palsy, or Down syndrome), with psychiatric disabilities (such as schizophrenia, bipolar disorder, or anxiety disorder) and disadvantaged youth. PathPoint partnered with three Regional Centers last year to serve 1,984 individuals with the following racial/ethnic breakdown: White 53%, Hispanic/Latino, 24%, Black/African American 8%, Asian American 4%, Middle Eastern 1%, American Indian or Alaskan Native 1%, Multiracial (two or more) 1%, Pacific Islander/Native Hawaiian 0%, Not stated 1%, Unknown/Other 7%. PathPoint's staff is diverse and reflects the current population it serves. Of PathPoint's 441 full-time staff, the racial/ethnic breakdown is white (49%), Hispanic/Latino (32%), Black/African-American (7%), and Asian American (2%). In addition, PathPoint currently employs 31 staff members that receive a stipend for second language capabilities. PathPoint strives to be inclusive of all and has prioritized cultural competency as an initiative to increase capacity and better serve people of all backgrounds.</p>	

B. Project Information

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1. Project title
Building Cultural Competency to Support the Underserved in Central and Southern California
2. Describe how the target population is an underserved population.
<p>PathPoint's demographic data from 2016/2017 show that while it serves a diverse group of participants, it is not as representative as the cumulative data from the three Regional Centers (Tri-Counties, North Los Angeles County, and Kern County) where it draws its greatest share of participants. For instance, PathPoint serves far fewer Hispanic/Latino participants (24% versus 32%) and more White participants (53% versus 50%) than the these three Regional Centers. More importantly, cumulative POS data from these three regional centers show disproportionately low expenditures for minority ethnic groups, most notably Hispanic/Latino. White consumers represented 50% of the total served, yet received 60% of expenditures. Hispanic/Latino consumers represented 32% of the total served and received only 23% of the total expenditures. PathPoint will work to increase by 20% the number of Hispanic/Latino participants it serves and increase the level of services it provides to them. PathPoint will accomplish this by strengthening its cultural competency as an organization, initiating proactive outreach activities, and making its programs and facilities open and welcoming to Hispanic/Latino consumers and families. PathPoint's project will impact at least 2,440 individuals (1,984 participants + 448 staff + 8 board members). Community outreach and impact on families could potentially double the reach.</p>
3. Describe the project and its goals/objectives. <i>*Complete the Schedule of Development/Activities Worksheet (Attachment C) and include with your application.</i>
<p>PathPoint will build cultural proficiency as an organization in order to increase the number of Hispanic/Latino program participants by 20% over three years and bolster the level of services it provides to them. PathPoint will accomplish this through six targeted actions: 1) develop its internal multicultural capabilities through a cultural competency audit/assessment and training workshops, in conjunction with a consulting group; 2) create an internal interactive cultural competency training module for staff; 3) develop staff trainers from each region to conduct the ongoing training; 4) conduct outreach efforts to Hispanic/Latino families, targeting those transitioning to adult services, in its service area (the cities and surrounding communities of Bakersfield, Chatsworth, Lancaster, San Luis Obispo, Grover Beach, Santa Barbara, Santa Maria, Simi Valley, and Thousand Oaks) by hosting bi-lingual Open Houses; 5) modify its outreach materials to be more accessible to Spanish-language consumers and potential consumers by translating its materials into Spanish; and 6) translate its existing website to Spanish and add accessibility features for persons with disabilities (e.g. low vision). By completing this project, PathPoint will become a more culturally competent provider that can better assist</p>

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underserved communities in accessing regional center services while building trust, connectedness and understanding.

4. How will the project address and incorporate the input of the community it aims to serve?

PathPoint solicits community, participant and stakeholder feedback through an annual satisfaction survey. This year's survey – set for distribution in early 2018 – will elicit actionable feedback and ask targeted questions to gauge how effective PathPoint is at addressing cultural needs. Past surveys have posed questions to participant families such as, "Are your family member's culture, values and beliefs respected and honored at PathPoint?" and to employees "Do you feel there are other staff where you work from the same cultural background?" PathPoint has used the results of this feedback to identify where it needs to bolster its efforts to increase inclusion of all communities. PathPoint is also developing a new strategic plan and will use this as an opportunity to solicit feedback from the communities it serves through surveys and focus groups. As part of its outreach efforts, each local PathPoint office will reach out to partner organizations in an effort to identify areas where it can better address participant needs. For instance, PathPoint's Bakersfield office partners with the Kern County Hispanic Chamber of Commerce to engage employers in supporting its participants.

5. Describe how the project's effectiveness will be measured. What type of data will be collected (qualitative or quantitative)?* *Complete the Project Measures Worksheet (Attachment D) and include with your application.*

PathPoint will measure its overall progress towards meeting its goal as well as programs on each of the six targeted actions. For the overall goal PathPoint will compare quantitative data on the number of Hispanic/Latino participants served from 2016/2017 to 2019/2020. PathPoint will also look at overall POS data from the three regional centers where it gets the largest percentage of its participants to see if its efforts – along with others – have an impact on overall POS levels of service disparities. PathPoint will measure project results in the six action areas by: 1) Cultural competency audit/assessment and training workshops – completion of audit and assessment that identify needs, satisfaction surveys of training; 2) Creating an internal interactive cultural competency training module for staff – completed training module; 3) Developing staff trainers in each region to conduct the cultural competency training module – completion of training; 4) Outreach efforts to Hispanic/Latino families by hosting bi-lingual Open Houses at each program site – number attendees and feedback; 5) Translating outreach materials and website – completed translation, increased web traffic, number of new enrollments of Hispanic/Latino consumers; and 6) Increasing the number of Hispanic/Latino Participants by 20% over three years – number of new enrollments of Hispanic/Latino consumers.

6. Where will your project be implemented (counties, cities, neighborhoods, etc.)?

Counties of: Kern, Los Angeles, San Luis Obispo, Santa Barbara and Ventura.

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7. Project Type	
<input checked="" type="checkbox"/> Outreach (community events, child find, seminars, etc.) <input checked="" type="checkbox"/> Education (workshops, trainings, support groups, etc.) <input type="checkbox"/> Promotores (parent liaisons, mentors, cultural brokers, etc.), <input checked="" type="checkbox"/> Other: Cultural proficiency audit, training, and assessment	
8. Estimated number of people the project will reach/impact	
PathPoint's project will impact at least 2,440 individuals (1,984 participants + 448 staff + 8 board members); community outreach and impact on families could potentially double the reach.	
9. Timeline of project (start and end dates)	
January - December 2018	
10. Amount requested <i>*Please complete the Budget Worksheet (Attachment D) and include with your submission.</i>	10a. Funding frequency (check one):
\$ 70,512	<input type="checkbox"/> Annual Cost** or <input checked="" type="checkbox"/> One-time Cost

** Please include any related documents that will provide evidence of strategies, measures, and data that will be used to evaluate effectiveness of the program.*

*** Future funding is not guaranteed for projects that require an ongoing, annual cost.*

DISPARITY FUNDING PROPOSAL – SCHEDULE OF DEVELOPMENT/ACTIVITIES WORKSHEET

Completed worksheets shall be submitted with the funding application. List all key staff and activities, and identify the quarter that each activity will occur. More than one copy of each worksheet may be submitted if additional space is required. *Please see Attachment C-1 for a sample worksheet.*

Project Title: Building Cultural Competency to Support the Underserved in Central and Southern California									
Objective: To increase PathPoint's cultural competency in serving 2,000 disabled and disadvantaged individuals in five Central and Southern California counties and to increase the number of Hispanic/Latino consumers served by 20% in three years.									
Issue(s) being addressed: Disparity of support services used between white and non-white individuals with disabilities.									
		2018				2019			
Activity	Staff	Q1 1/1/18- 3/31/18	Q2 4/1/18- 6/30/18	Q3 7/1/18- 9/30/18	Q4 10/1/18- 12/31/18	Q1 1/1/19- 3/31/19	Q2 4/1/19- 6/30/19	Q3 7/1/19- 9/30/19	Q4 10/1/19- 12/31/19
Cultural proficiency audit and assessment by an external consulting group	CEO/Executive Director, VP Quality Assurance, VP Human Resources	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workshops on cultural proficiency lead by consulting group	Executive Management Team, Division Vice Presidents and Program Directors, Board of Directors	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Creation of internal interactive cultural competency training module	VP Quality Assurance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Development of staff trainers in each	Staff trainers from each region	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Issue(s) being addressed: Disparity of support services used between white and non-white individuals with disabilities.									
		2018				2019			
Activity	Staff	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
		1/1/18-3/31/18	4/1/18-6/30/18	7/1/18-9/30/18	10/1/18-12/31/18	1/1/19-3/31/19	4/1/19-6/30/19	7/1/19-9/30/19	10/1/19-12/31/19
region to conduct ongoing training									
Bi-lingual Open Houses by program division sites targeting Hispanic/Latino families (Bakersfield, Chatsworth, Lancaster, San Luis Obispo, Grover Beach, Santa Barbara, Santa Maria, Simi Valley, Thousand Oaks)	Division Vice Presidents and Program Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adding Spanish translation and accessibility features to PathPoint's website	Community Engagement Director, Communications Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spanish translation of outreach materials	Community Engagement Director,	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Issue(s) being addressed: Disparity of support services used between white and non-white individuals with disabilities.									
		2018				2019			
Activity	Staff	Q1 1/1/18-3/31/18	Q2 4/1/18-6/30/18	Q3 7/1/18-9/30/18	Q4 10/1/18-12/31/18	Q1 1/1/19-3/31/19	Q2 4/1/19-6/30/19	Q3 7/1/19-9/30/19	Q4 10/1/19-12/31/19
	Communications Manager								
		☐	☐	☐	☐	☐	☐	☐	☐

Note: Monthly intervals may also be used, rather than quarterly as shown in this sample. For projects shorter than 6 months, DDS may require monthly reporting. Please use as many copies of this worksheet as needed

DISPARITY FUNDING PROPOSAL – PROJECT MEASURES WORKSHEET

Completed worksheets shall be submitted with the funding application. List all activities and the qualitative and quantitative measures of outcomes. More than one copy of each worksheet may be submitted if additional space is required. *Please see Attachment D-1 for a sample worksheet.*

Project Title: Building Cultural Competency to Support the Underserved in Central and Southern California	
Objective: To increase PathPoint's cultural competency in serving 2,000 disabled and disadvantaged individuals in five Central and Southern California counties and to increase the number of Hispanic/Latino consumers served by 20% in three years.	
Issue(s) being addressed: Disparity of support services used between white and non-white individuals with disabilities.	
Activities	<ol style="list-style-type: none"> 1. Cultural proficiency audit/assessment by external consulting group 2. Cultural competency training workshops 3. Creation of internal interactive cultural competency training module for staff 4. Developing staff trainers in ongoing implementation of the cultural competency training module 5. Bi-lingual Open Houses by each program division site targeting Hispanic/Latino families with family members ages 14-22 who are transitioning to adult services (Bakersfield, Chatsworth, Lancaster, San Luis Obispo, Grover Beach, Santa Barbara, Santa Maria, Simi Valley, Thousand Oaks) 6. Adding Spanish translation and accessibility features to PathPoint's website 7. Spanish translation of outreach materials 8. Increase the number of Hispanic/Latino Consumers served by PathPoint
Measures of Outcomes	<ol style="list-style-type: none"> 1. Completion of audit and assessment and identification of needs 2. Attendance records and post-workshop survey 3. Completion of cultural competency training module 4. Completion of training of staff trainers 5. Track number of Hispanic/Latino families participating in each outreach activity and by each site, request and review feedback on outreach efforts 6. Completion of website translation and accessibility features by deadline and site user feedback 7. Completion of outreach material translations by deadline and Spanish-reader feedback 8. Increase in the number of Hispanic/Latino consumers by 20% over three years

PROJECT BUDGET WORKSHEET

Budget worksheet should reflect the total amount of funding needed for the duration of the project. More than one worksheet may be submitted if additional space is needed.

Project Title
Building Cultural Competency to Support the Underserved in Central and Southern California (Budget Part 1 of 2)
Project Duration (start and end date)
January 2018 - December 2018

Description	Cost
Salary/Wages and Benefits	
	\$
	\$
	\$
	\$
	\$
Operating Expenses	
	\$
	\$
	\$
	\$
	\$
Administrative Expenses	
13% of Direct Costs	\$8112
	\$
	\$
	\$
	\$
Additional Expenses	
Cultural Proficiency audit and training workshops with external consulting group	\$23000
Development of interactive training module and staff training	\$18000
Bi-lingual Open Houses and outreach for each region	\$9000
Spanish translation of website	\$6000
Spanish translation of outreach materials	\$2900
Project Budget Total	\$70512

PROJECT BUDGET WORKSHEET

Budget worksheet should reflect the total amount of funding needed for the duration of the project. More than one worksheet may be submitted if additional space is needed.

Project Title
Building Cultural Competency to Support the Underserved in Central and Southern California (Budget Part 2 of 2)
Project Duration (start and end date)
January 2018 - December 2018

Description	Cost
Salary/Wages and Benefits	
	\$
	\$
	\$
	\$
	\$
Operating Expenses	
	\$
	\$
	\$
	\$
	\$
Administrative Expenses	
	\$
	\$
	\$
	\$
	\$
Additional Expenses	
Website programming for Spanish/English language and accessibility features	\$3500
	\$
	\$
	\$
	\$
Project Budget Total	\$70512